



University of Nevada, Reno

Dean, Orvis School of Nursing
University of Nevada, Reno
Reno, Nevada

THE SEARCH

The University of Nevada, Reno (UNR) seeks a collaborative, dynamic, and innovative leader as the next Dean of the Orvis School of Nursing (OSN). The incoming Dean will champion a dynamic vision, offering vibrant administrative leadership and unwavering support to OSN's faculty, staff, and student body. Tasked with overseeing the school's daily operations, the new Dean will orchestrate an environment ripe for innovation, collaboration, and academic excellence. The Dean is responsible for maintaining the academic integrity of the program, ensuring the school meets accreditation standards, and sustaining an educational environment that recruits and retains exceptional students and faculty. The Dean drives the expansion of the school's research portfolio with opportunities for interdisciplinary research within the University. The Dean will embrace the current trends that are rapidly impacting the profession and position OSN as a pioneering leader for the future healthcare environment.

Since its inception in 1874 as the state of Nevada's first university, the University of Nevada, Reno has delivered on the promise of providing the citizens of Nevada with a better future. As the state's land-grant university and ranked among the nation's top research universities by the Carnegie Foundation, the University is known as a high-impact institution. Over the past decade, the University has grown at a dynamic and record-setting rate, including student enrollment, number of National Merit scholars, student diversity, faculty achievement, and productivity, as well as infrastructure. Through a commitment to world-improving research, student success, and outreach benefiting the communities and businesses of Nevada, the University has an impact across the state and around the world. Recently, the University of Nevada, Reno launched the start of its yearlong sesquicentennial celebration. From October 2023 to October 2024, the University will celebrate its 150th anniversary with a variety of ceremonial events throughout the year.

The OSN embodies UNR's land-grant mission of service to the state, nation, and world and has trained generations of nurses for over 65 years. The School enrolls approximately 335 undergraduate students

and 217 graduate students, which advances its commitment to serving the healthcare needs of the people of Nevada.

The Dean will rally exceptional talent and expertise from across UNR's schools including Medicine, Public Health and Social Work and throughout the statewide network to cultivate, synchronize, and champion groundbreaking interdisciplinary research, increased interprofessional education, and cutting-edge clinical practice. Embracing an innovative, forward-thinking, and change-embracing mindset, the Dean will spearhead the school's efforts to ignite dynamic partnerships and drive impactful initiatives that will shape the future of OSN in unprecedented ways. To fulfill the Nevada Nurse Practice Act for administrators of nursing education programs requirements, the Dean will possess a master's degree with a major in nursing and a doctorate degree in nursing or a related field from an accredited school. The Dean must also be eligible for registered nurse (RN) licensure to practice nursing in the state of Nevada, and have a record commensurate with appointment of tenure within the OSN.

ORVIS SCHOOL OF NURSING

An essential part of its mission as a land grant institution, all University programs are dedicated to serving the people of Nevada through quality teaching, research, and service. Founded in 1956, the [Orvis School of Nursing](#) at UNR is the oldest school of nursing in the state and is committed to serving the healthcare needs of the people of Nevada.

Mission and Vision: A legacy of service

Inspired by values of caring, compassion, and inclusion, the mission of OSN is to prepare the next generation of nurse leaders to promote the health and well-being of diverse populations in Nevada, the nation, and the world through excellence in nursing education, discovery, and engagement. The School's vision is to educate and inspire current and future nurses to be providers and change agents improving the health and well-being of our society, to encourage and support research and innovation, and to focus on the challenges of a rapidly changing and culturally diverse healthcare environment.

OSN Strategic Plan

The OSN's strategic planning goals and strategies align with [Wolf Pack Rising](#), the University's strategic plan. Six goals are at the core of the strategic plan: strengthen The Pack, invest in our future, lead for Nevada, transform the world, make silver and blue the new green, and expand the Wolf Pack impact. UNR's commitment to reinforce its obligation to Nevada and beyond provides a central opportunity for OSN to capitalize on the institutional commitment to the importance of sustainable health.

Faculty, Staff, and Students

The OSN boasts 37 talented full-time faculty who are passionate about nursing education and includes three fellows in the American Academy of Nurse Practitioners and one fellow in the American Academy of Nursing. In 2023, OSN enrolled 335 students in its undergraduate Bachelor of Science in Nursing (BSN) program and 217 students in its graduate programs. Undergraduate class sizes are projected to increase each semester.

Academic Programs

OSN offers two areas for students to earn baccalaureate nursing degrees, the traditional accelerated 16-month Bachelor of Science in Nursing (BSN) program and the RN-BSN track. Current reports indicate that OSN BSN graduates who took the NCLEX-RN examination in 2023 had a combined first-time pass rate of 95.2 percent year to date and 100 percent following the change to Next Generation NCLEX in April 2023.

The Master of Science in Nursing (MSN) program is designed to prepare RNs for advanced practice, educator, and leadership positions in healthcare. OSN offers seven tracks at the master's degree level:

- Adult gerontology acute care nurse practitioner
- Adult gerontology primary care nurse practitioner
- Psychiatric-mental health nurse practitioner
- Pediatric acute care nurse practitioner
- Clinical nurse leader
- Family nurse practitioner
- Nurse educator

In addition, OSN offers an advanced graduate (post-Master's) certificate for six of the seven tracks.

The Doctor of Nursing Practice (DNP) degree is designed as a terminal practice degree for clinically practicing nurse practitioners, certified nurse midwives, and nursing leaders in healthcare organizations. OSN offers two DNP options: a post-Master's DNP program and a BSN to DNP program.

Accreditation

The baccalaureate, MSN, post-graduate certificate, and DNP programs have received full accreditation from the Commission on Collegiate Nursing Education (CCNE) through 2031.

Nevada Clinical Simulation Center

The University of Nevada Clinical Simulation Lab is jointly operated by UNR School of Medicine (SOM) and OSN. Each of the three labs in the Pennington Health Science building is separated by a shared control room that offers the ability to run three simulations at one time with three SimMan3G patient simulators. In addition, the center also has a cardio-pulmonary sound simulator, SimMom, a birthing simulator with SimBaby, a simulator that emulates a six-month-old infant, as well as a variety of clinical task trainers. The simulation lab utilizes state-of-the-art video and audio recording systems to aid in debriefing sessions and

can be streamed live to either multipurpose rooms attached to the labs or to any other classrooms on campus. Each of the three labs is designed to be as realistic a representation of a clinical environment as possible.

Interprofessional Education

A tremendous opportunity exists for collaboration with university health science academic units and established community partners. The OSN has a strong presence across the university campus through faculty involvement in multiple committees, boards, and activities. There is a desire to partner with other schools to forge a role for OSN in burgeoning interprofessional education efforts.

Research

With the establishment of a new Associate Dean for Research, OSN is invested in the advancement of an expanding research portfolio. As part of a land-grant institution and Carnegie Research 1 university, OSN is poised to work with organizations, community groups, and schools within UNR to address local, regional, and national health needs.

Diversity, Equity, and Inclusion

The OSN recognizes diversity, equity, and inclusion as critical to nursing education and fundamental to developing a nursing workforce able to provide high-quality, culturally appropriate, and congruent health care in partnership with individuals, families, communities, and populations. The School is committed to creating an accessible and supportive educational experience that recognizes diversity and cultural competency as integral components of academic excellence. The Orvis DEI committee supports nursing students and their future patients through events and educational opportunities such as:

- Sponsoring and participating in Northern Nevada's Pride Celebration
- Creating events for Hispanic Heritage Month
- Encouraging faculty and students to present at the annual Northern Nevada Diversity Symposium
- Highlighting University and community events for Asian American and Pacific Islander (AAPI) Heritage and Black History Month
- Ensuring faculty and students are aware of UNR's resources and best practices for accessibility and neurodiversity support
- Being a founding member of the Neurodiversity Alliance at UNR
- Being a leader on campus in diverse student and faculty enrollment increases and bringing all materials and course delivery in compliance with the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) 2.0 Level AA and the Web Accessibility Initiative Accessible Rich Internet Applications Suite (WAI-ARIA) 1.0 techniques for web content

OSN continues its effort to create a richer understanding of the relationship between health and diversity by providing students, alumni, faculty, and staff with knowledge and resources to promote awareness about vulnerable populations and other cultural issues impacting health. With an ever-growing Hispanic student population, UNR is an emerging Hispanic Serving Institution (HSI), as defined by the U.S. Department of Education.

Alumni and Development

The Dean partners with UNR's director of development, director of alumni relations, and the Dean's leadership team around advancement activities. OSN has been supported by alumni, community members, and other funders. The Nursing Alumni Association provides the opportunity to reconnect with OSN and colleagues. Membership grants benefits, including opportunities for continuing education units (CEUs), social events, achievement recognition, networking, and activity updates.

Leadership

[Jeffrey Thompson, PhD](#), is the Executive Vice President and Provost responsible for the academic portion of the University. He was appointed to the position in December 2020. Dr. Thompson came to the role with extensive leadership and administrative expertise, having served as Dean of the College of Science since 2008. He reports directly to the president, [Brian Sandoval, JD](#). All Deans report directly to the Provost.

RENOWN HEALTH

[Renown Health](#) is northern Nevada's largest not-for-profit healthcare network and a nationally recognized healthcare leader. It has more than 6,500 employees system-wide and is one of Northern Nevada's largest employers. Renown comprises several hospitals, numerous primary care and specialty clinics, urgent care centers, and medical institutes, offering a wide range of specialties, and is recognized for its dedication to advancing medical research and delivering high-quality patient care.

OSN and Renown Health recently announced a new partnership to assist in building a sustainable nursing workforce in Northern Nevada. The Gerald Smith Academic Practice Partnership provides tuition support for up to 24 OSN students each year. Recipients receive funding for educational expenses, including tuition, fees, and books throughout the nursing program. Students will also be afforded the opportunity to complete a paid apprenticeship at Renown Health and be guaranteed a job at the hospital following graduation and license obtainment.

The partnership will also allow the OSN to increase its enrollment in the BSN program by eight additional places each year to support meeting the demand for nurses in Northern Nevada. Renown will provide clinical spaces, equipment, and a nurse educator to help deliver education and training to students.

Because of the partnership and strong relationship of nursing to Renown Health, the Dean attends quarterly Deans/Directors meetings and works closely with Renown's Chief Nurse Executive regarding the academic, clinical, and research activities. Further, Renown Health and UNR Med signed a 50-year affiliation agreement in June 2021, establishing Nevada's first integrated health system to advance health and healthcare through world-class medical education, clinical research, and patient care for the community and the state of Nevada. This affiliation agreement has increased collaborations at the OSN as well.

ROLE OF THE DEAN OF ORVIS SCHOOL OF NURSING

The Dean represents the OSN within UNR and externally at local, state, regional, and national levels to advance the nursing profession. The Dean will engage collaboratively with affiliate partners, including a sponsored scholarship program with Renown Health, stimulate interprofessional activities, and seek partnerships within and external to the University to develop strategic initiatives that advance research, scholarship, service, and clinical opportunities in alignment with the University's strategic plan. The Dean's role will be pivotal in shaping the future of OSN and making a substantial impact on the field of nursing at local, national, and international levels.

Reporting to the Executive Vice President and Provost, the Dean is the chief academic officer of OSN and serves on the Senior Leadership Team for the University. As a university leader, the Dean is charged with ensuring that OSN is contributing to UNR's land grant mission and meeting the immense need for well-trained nurses in the state. Overseeing the current budget of nearly \$8.7 million, the Dean leads a team of eight direct reports. The Dean's leadership cabinet currently consists of an Associate Dean of Undergraduate Programs, an Associate Dean for Graduate Programs, an Associate Dean of Research, an Assistant Dean of Diversity, Equity, and Inclusion, a Human Resources and Fiscal Officer, and an Executive Operations Coordinator.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN OF ORVIS SCHOOL OF NURSING

The Dean will address, but not be limited to, a set of key opportunities and challenges detailed below:

Develop and maintain critical relationships across UNR.

The Dean will continue to build strong relationships with the faculty, staff, students, alumni, and leaders of the broader UNR community. The Dean will be an excellent team-builder who is thoughtful about sustaining a strong position on campus for OSN, forming interdisciplinary partnerships, and advocating for nursing within UNR and as a profession. This commitment will be evident in the Dean's work with other university leaders to create an exceptional interdisciplinary environment that supports collaborative education, research, practice, and service efforts.

Pursue opportunities to partner with the broader community beyond UNR.

The reputation and impact of OSN enable the Dean to engage in key conversations related to nursing, healthcare, and policy. Serving as the ambassador and spokesperson for OSN, the Dean will build relationships and deepen engagement with education and research partners; current and potential donors; and key professional, academic, legislative, and community/clinical organizations. The Dean will increase philanthropic support by maintaining solid relationships with OSN alumni and donors as well as explore and expand traditional funding resources. The next Dean will be savvy with external relations and have a track record of creative stewardship of resources. The Dean's work will be rooted in a consistent practice of relationship building with a diverse and growing constituency of individuals. To be effective, in addition to excellent communication skills, the Dean must also possess a keen understanding of shifts in nursing education, research, and healthcare delivery. Advocacy for the OSN and nursing education in general at the state legislature's biennial sessions is expected.

Expand the scholarship and research portfolio.

As part of a Carnegie Research 1 university, OSN is embedded in a vibrant intellectual environment with extensive opportunities for individual and collaborative research projects. OSN strongly values innovative research and scholarship and has invested in the growth of its portfolio. The next Dean, in collaboration with the new Associate Dean of Research and others, will grow OSN's research activity. The Dean must understand the research landscape, including new priorities under the National Institute of Nursing Research (NINR) 2022 – 2026 Strategic Plan, and support faculty as they grow their programs of research and scholarship. The Dean must prioritize faculty development and seek opportunities to expand OSN's research portfolio through inter-departmental, community groups, and clinical partner collaborations.

Promote innovation in education.

All programs at OSN are fully accredited by the Commission on Collegiate Nursing Education (CCNE) through 2031. The OSN seeks a Dean with a deep understanding and experience addressing nursing education and healthcare, and a vision for building into the future to meet the needs of the School, the profession, and society. With a forward-facing vision for nursing education, the Dean will work together with faculty and oversee the integration of the new American Association of Colleges of Nursing (AACN) Essentials, and the move to a competency-based curriculum. The OSN is home to strong undergraduate and graduate programs that elevate the practice readiness of nurses entering the workforce. There is an anticipated growth in undergraduate student enrollment, and this trend is expected to continue. The Dean will ensure that these programs are well-resourced to continue their growth and serve the workforce needs of the state, region, and beyond.

Enhance an inclusive and diverse community culture.

The OSN recognizes diversity, equity, and inclusion as critical to nursing education and fundamental to developing a nursing workforce able to provide high-quality, culturally appropriate, and congruent health care. The Dean will bring a demonstrated commitment to these values and develop new efforts to increase representation and support equitable practices. The Dean will integrate diversity into the curriculum and increase efforts to recruit a more diverse student body and faculty that reflect the populations they serve and ensure that all community members feel valued and have a strong sense of belonging.

Instill a sense of wellness throughout the School.

The new Dean will bring a keen awareness of mental health and resiliency and will ensure that wellness initiatives are an important strategic priority woven into the curriculum and values of OSN. In addition to prioritizing mental health and resilience, the incoming Dean will spearhead initiatives aimed at fostering a holistic culture of wellness within the School. This may include implementing programs that promote physical health, mindfulness practices, and work-life balance among faculty, staff, and students. They will collaborate with various departments to integrate wellness modules into the academic curriculum, empowering future nurses not only with clinical expertise but also with the tools to maintain their well-being amidst the demands of the profession. Moreover, the Dean will actively engage with community partners to expand wellness outreach beyond the School, advocating for initiatives that positively impact the broader healthcare ecosystem.

QUALIFICATIONS AND CHARACTERISTICS

To achieve this broad mandate, the successful candidate for this position will meet the requirements and possess many, if not all, of the following characteristics:

Requirements

- A master's degree with a major in nursing and a doctorate degree in nursing or related field from an accredited school as outlined in the Nevada Nurse Practice Act for administrators of nursing education programs, NAC 632.660;
- At least 5 years of experience as a registered nurse, 3 years of which must be teaching in a program of nursing accredited by a nationally recognized association approved by the Board or an agency authorized by law to accredit such programs;
- A record commensurate with appointment of tenure within the OSN with demonstration of grantsmanship and scholarship;
- Current or eligible RN licensure to practice nursing in the state of Nevada.

Expertise and Attributes

- At least five years of administrative experience in nursing education;
- Substantial administrative experience with academic budgeting and financial planning;
- A distinguished record of research and excellence in teaching with demonstrated experience in both traditional and online educational programs;
- A successful record of developing, implementing, and sustaining innovative policies and programs that foster excellence in teaching, research, and service in higher education;
- Experience in academic nursing leadership combined with a spirit of research and innovation and a desire to cultivate new and existing relationships with alumni and generous donors;
- Proven experience in recruiting, developing, retaining, and evaluating faculty and professional staff;
- An established record of working with a diverse staff, faculty, and campus populations and demonstrated commitment to diversity in areas of hiring and promotions;
- Experience relating to external constituencies, such as public agencies, funding agencies, industry, alumni, and donors, and a successful record of fundraising;
- Demonstrated record of excellent interpersonal and leadership skills, including the ability to motivate faculty;
- An understanding of and commitment to shared governance;
- A well-regarded history of personal and professional ethics, character, and integrity;
- A history of transparent and collaborative leadership practices, including working with large health systems;
- Strong communication skills with a commitment to inclusiveness, transparency, and consensus building;
- Firm, fair, and consistent judgment, combined with an ability to make and communicate tough decisions;
- Broad vision for nursing and a deep understanding of the dynamic healthcare landscape.

Compensation and Location

The total compensation package includes a competitive salary, moving allowance (if applicable), a generous retirement plan, health insurance options that include dental and vision, life insurance, annual and sick leave, along with many other benefits. Additionally, there is a grant-in-aid educational benefit for employees and dependents. For more information, please visit [UNR Benefits](#).

Dual Career Assistance Program

The University of Nevada, Reno recognizes the importance of addressing dual-career couples' professional needs. UNR offers a [dual career assistance program](#) to newly hired faculty spouses/partners that provides resources and assists them in identifying career opportunities in Northern Nevada.

Applications, Inquiries, and Nominations

UNR has engaged the executive search firm, Isaacson, Miller to assist in the search. All applications and inquiries will be confidential. To formally apply: https://nshe.wd1.myworkdayjobs.com/UNR-external/job/University-of-Nevada-Reno---Main-Campus/Dean--Orvis-School-of-Nursing---University-of-Nevada--Reno_R0138937. Inquiries and nominations should be sent in confidence to the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-nevada-reno/dean-orvis-school-nursing>

David Bellshaw, Jay Torio, Alice Holland, Gigi Mensah, and Nancy Pan
Isaacson, Miller
www.imsearch.com

The University of Nevada, Reno is committed to Equal Employment Opportunity/Affirmative Action in recruitment of its employees and does not discriminate on the basis of race, color, religion, sex, age, creed, national origin, veteran status, physical or mental disability, sexual orientation, genetic information, gender identity, or gender expression. The University of Nevada, Reno employs only United States citizens and aliens lawfully authorized to work in the United States. Women, under-represented groups, individuals with disabilities, and veterans are encouraged to apply.

University Land Acknowledgement: We acknowledge that the University of Nevada, Reno is situated on the traditional homelands of the Numu (Northern Paiute), Wašiw (Washoe), Newe (Western Shoshone), Nuwu (Southern Paiute) peoples. These lands continue to be a gathering place for Indigenous Peoples and we recognize their deep connections to these places. We extend our appreciation for the opportunity to live and learn on their territory.

The salary range is \$280,000-\$320,000.

Salary is based on related education and experience, internal equity, and budgets.

APPENDIX

UNIVERSITY OF NEVADA, RENO

[The University of Nevada, Reno](#) is a public research university committed to the promise of a future powered by knowledge. Founded in 1874 as Nevada's original land-grant university, the University serves 21,000 undergraduate and graduate students from all 50 states and 75 countries.

The University is classified by the Carnegie® Classification of Institutions of Higher Education as a Research 1 university. Additionally, it has attained the prestigious "Carnegie Engaged" classification, reflecting its students and institutional impact on civic engagement and service, fostered by extensive community and statewide collaborations. The University is also ranked by U.S. News & World Report among the "Best Global Universities," and it ranks in the top tier of the Wall Street Journal/Times Higher Education World University Rankings.

Since 2009, the University has invested more than \$850 million in advanced labs, facilities, and residence halls. It is home to Nevada's first medical school — the University of Nevada, Reno School of Medicine — and delivers on its original land-grant mission with outreach across the state through the University of Nevada, Reno Extension, Nevada Agricultural Experiment Station, Nevada Bureau of Mines and Geology, Nevada Small Business Development Center, the Nevada Seismological Laboratory, the Desert Research Institute, and Wolf Pack Athletics.

The University's main campus is in Reno, Nevada — a burgeoning global technology hub. Located where the high desert of the Great Basin meets the High Sierra, the University's beautiful 290-acre main campus is also a Nevada State Arboretum. In recent years, the University added two additional locations: the Redfield campus in south Reno and the Wayne L. Prim campus at Incline Village—home of the University of Nevada, Reno at Lake Tahoe.

The University is part of the Nevada System of Higher Education (NSHE), which is comprised of two research universities, one state college, four community colleges, and an environmental research institute. UNR is committed to developing strong partnerships with each institution for the benefit of all Nevadans.

Through its commitment to high-impact education, world-improving research and creative activity, and outreach that's transforming Nevada's communities and businesses, the University continues its 150-year tradition of benefitting the state, nation, and world. Today, the University delivers on its original land-grant mission of access to education and knowledge by investing in the academics, facilities, support, engagement, and vibrant campus life that promote its diverse students' cognitive growth and academic achievement — all while remaining one of the best values in American higher education.

UNR's mission, vision, and values serve as the foundation upon which the '23-'27 [strategic plan](#) sits.

Mission

Inspired by its land-grant foundation, the University of Nevada, Reno provides outstanding learning, discovery, and engagement programs that serve the economic, social, environmental, and cultural needs of the citizens of Nevada, the nation, and the world. The University recognizes and embraces the critical importance of diversity in preparing students for global citizenship and is committed to a culture of excellence, inclusion, and accessibility.

Vision

The University of Nevada, Reno's vision is to educate and graduate the best-prepared, confident leaders for the state, national, and global community; to be a nexus for research and creativity that focuses on vital issues of our time; and to serve as a catalyst for the betterment of our society.

Values

The following values guide the University in all its activities:

- Excellence in all our endeavors
- Integrity in all our actions
- Inclusiveness of diverse cultures and identities
- Collaboration between disciplines and programs and with community partners and stakeholders